

30 years of smiles

Memorial hosted a special luncheon recently for employees who've reached the 30-year milestone of service in 2006. Officials wanted to thank them for their dedication and accomplishments, as well as their valuable contributions to the university. Close to 30 people attended the event, which was held in the Senior Common Room of R. Gushue Hall. Clockwise from left: Jane Ryan, University Library; Joan Fowlow, University Library; Shirley Atkins, Medicine; Jennifer Dawe, Philosophy; Rick Predham, central mail room; and Mary Hayes, University Library. A similar dinner was held for employees who've reached the 35 and 40 year milestones.



Training days

After spending nearly 30 years working with some of the top electrical and machinery companies in North America, Mike Sheehan started a new chapter in his career last August. That's when he joined Memorial's Department of Technical Services. Despite having worked on some of the most complicated and high-tech gear in the world, he does admit there was a "slight learning curve" when it came to programming some of the equipment in the university Machine Shop on the St. John's campus.

"As you can imagine working with all this machinery involves lots of training," he said recently. "Technology changes quite a bit so it's nice to be kept on your toes."

Thankfully, Mr. Sheehan – and every other employee for that matter – has ample opportunities to broaden his horizons and access a range of training classes, workshops, seminars and sessions to learn new skills.

Mr. Sheehan jumped at the chance to complete a pair of computer design programs he uses at work.

Memorial prides itself as a being an employer with an open-door policy when it comes to keeping its workforce highly trained. For a number of years, the Department of Human Resources has co-ordinated faculty and staff members looking to sign up for credit courses, acquire a

Memorial offers countless professional development opportunities for employees

professional credential or take part in various professional development workshops. Employees can access classes – ranging from German or Theatre, to Engineering or Business – as well as apply to have other types of courses such as computer training or supervisory leadership workshops funded as well. There's no shortage of training opportunities for new and veteran workers. Courses, classes, seminars and sessions are provided by a number of groups including Memorial's own Division of Lifelong Learning, the Centre for Management Development and HR, as well as outside facilitators.

"Having a chance to learn and share your experiences with other is so valuable," said Lynn Best, learning and development officer with HR. She believes that the training available to employees is imperative to creating and maintaining a dynamic workforce.

"It helps us develop our skills, which in turn makes us more effective in our positions. This is beneficial for both the individual and the institution," she explained. "Second, education sessions provide us with the opportunity to be informed, discuss new ideas and implement changes. And, third, being involved in learning at

other departments and units. In this way, learning and staff development can help build the university community."

For his part, Mr. Sheehan – who previously worked for companies throughout the United States and here in this province – said he was "delighted" to have a chance to learn a few new skills and get a "refresher" on others.

"Technology is advancing so rapidly, it is important to keep up with the all the changes," he said. "As a learning institution our administration avails of every opportunity for training in different areas. Courses like the computer design courses I took add to my job. I enjoyed them quite a bit."

Meanwhile, Ms. Best said HR encourages any employee to inquire about taking advantage of the learning and development opportunities at the university. "This is one of the reasons Memorial is such a great place to work," she said.

To learn more, visit www.mun.ca/humanres or contact Lynn Best at 737-2077 or lbmbest@mun.ca, or Susan Brown, learning and development officer, at 737-3744 or susanb@mun.ca.

Staff and faculty members can take advantage of various training seminars and professional development workshops. Many of the programs are co-ordinated by the Department of Human Resources. Here, Lynn Best, learning development co-ordinator with HR, and Mike Sheehan, a craftsman in the Department of Technical Services, share a few moments in Memorial's Machine Shop. Mr. Sheehan has signed up for training opportunities since coming to work at Memorial last year.



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From the president



I am writing to you about a difficult, but important subject: the appropriate use and sharing of personal information. Such information includes salary and pension data, high school and university course grades, health data, personal telephone numbers, home addresses, information on next of kin and alumni lists, to name just a few examples.

In recent years, provincial and federal legislation concerning the protection of and access to personal information have become more sophisticated. Some legislative changes resulted from advances in communications technology, which makes the dissemination of and access to personal data much easier than in the past. Other changes resulted from an increased awareness of the right to privacy. The basic intent of the new legis-

lation is to ensure that personal information is handled with care.

As a public institution, Memorial University is subject to the provincial Access to Information and Protection of Privacy Act. The ATIPPA Act, which came into force in January 2005, endeavours to balance the right to obtain information with the right to protect private information.

The ATIPPA Act gives people the right to access information in the custody of the university. Using the ATIPPA Act, a person can make a formal request for information. The right of access is, however, subject to exceptions, the most important of which is the protection of personal information.

In keeping with the spirit of openness, I encourage you to follow the ATIPPA Act and to be forthcoming with information to individuals, the community and the public. Using the formal procedure under the ATIPPA Act should be a last resort for obtaining information from

Memorial University. However, if someone seeks from you personal information about other individuals or confidential third-party business information, you must, in accordance with the ATIPPA Act, decline the request. If you are uncertain about the nature of the request or the information, you can obtain advice from Rosemary Smith, Memorial University's information access and privacy protection co-ordinator. She can be reached at 737-8214, or by e-mail at rsmith@mun.ca.

Ms. Smith is in the process of developing guidelines on the protection of privacy and access to information that are consistent with the ATIPPA Act and which can be easily understood and followed. Once they are ready, you will be alerted and they will be placed on the web.

Signed

Axel Meisen, PhD, P.Eng.
President and vice-chancellor

People profile

What began as an adventurous childhood, exploring different places and cultures and being encouraged to discover through play, continues today in the classrooms and offices for one of the newest faces in Memorial's Faculty of Engineering and Applied Science in St. John's.

Dr. Steve Bruneau, who grew up in the capital city, was hired in 2006 as an assistant professor in civil engineering and confesses to being an enthusiastic teacher – not that he had to, it's obvious from his interests, expertise and desire to "keep it real" for his students.

He doesn't believe in standard teaching techniques and has yet to pick up chalk or a marker. Each lecture, instead, is prepared ahead of time as a slideshow on his website, which his students review and download, and completed through visuals and anecdotal real life experiences.

Steve is a born experimenter, unafraid to make mistakes and learn from them. To not be a risk-taker seems unfathomable to this young, confident educator, who strives to continue developing his own potential and the full promise of his students. Claiming to work in the best faculty with the most toys, means he gets to play and have fun, while continuing his leading-edge research on ice, wind and energy.

"You have to find something you're good at and enjoy doing," said Steve, who assists student recruitment efforts throughout the province and beyond. He believes his career has paralleled his personal philosophy of executing a plan, while remaining flexible and observant enough to re-direct along the way, depending on opportunities and priorities.

Living in our wild, harsh environment is a great place to study "engineering on the edge," he explained recently.

"We can take full advantage of the physical and local reality. While we're not at the end of the world, we can see it from here! We have a real opportunity in Newfoundland to contribute to technological discoveries and global advancements in ocean and renewable energy technologies."

This makes his research and development on ice, wind, hydro, and energy disciplines that much more real. Working in a variety of private and public sector environments and exploring in the field has naturally made Steve a big-picture thinker and an innovator, questioning traditional methods and thinking "outside the box." His students benefit from this less prescriptive, more relevant learning experience.

Steve is leading his own way in a faculty his father, Dr. Angus Bruneau, helped establish, as Memorial's first dean of Engineering in 1968. His mother, Dr. Jean Bruneau, positively influenced his development as well.



Photo by Dr. Angus Bruneau

Dr. Steve Bruneau

Both of his parents have received honorary degrees from the university – his father in 1984 and his mother in 1998.

Their solid support is evident in their son's teaching and his parenting involvement.

When he's not busy in the classroom or labs or out in the field, Steven and his wife Mary are kept busy with their two children. They're both active volunteers, especially with Scouts. He also recently

published a field guidebook on icebergs. The adventure of life continues and there are many discoveries yet to be made and much work, disguised as fun, to be done.

We have a real opportunity in Newfoundland to contribute to technological discoveries and global advancements in ocean and renewable energy technologies.

Feedback

The Communicator is your newsletter! It's a publication geared towards you – the employees here at Memorial. We're always interested in your thoughts on what we've written.

**Did you like the articles?
Have an idea or photo for a future story?**

E-mail them to Jeff Green, editor of *The Communicator*, at jeffg@mun.ca or call 737-2142.



Obituaries

Dr. Maureen Laryea, retired professor in the School of Nursing, passed away in St. John's on Jan. 6, 2007.

May Roberts, 83, a former employee of the University Planning Department, died Feb. 15 in Cornwall, England. She was married to Dr. Ken Roberts. They and their family immigrated to Newfoundland in 1968, when Ken was appointed as first associate dean of medicine.

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Well done!

Memorial is thriving with interesting employees who are doing all sorts of great things – everything from making our university a better place to work, winning awards for professional achievement and volunteering in our communities. The Communicator salutes these co-workers for creating a cause for applause! Tell us about your awards or achievements. Send an e-mail to jeffg@mun.ca or call 737-2142.



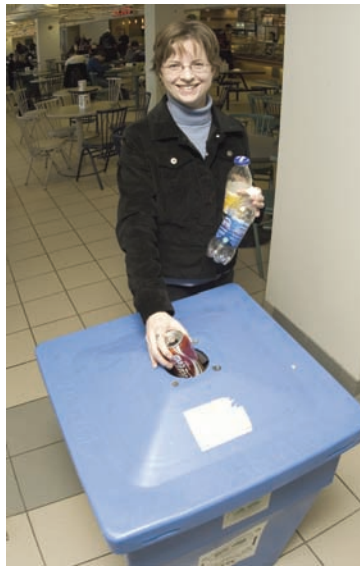
Photo by HSIMS

Ashley Neary, (left) a resident of Bell Island, had a little fun during her stay at the Janeway Child Health Centre with **Duchess**, a trained therapy dog. The dog is one of four dogs and their owners who visit the Janeway on a weekly basis as part of a program developed by **Lynn Cooze** (right), a faculty member in Memorial's School of Nursing. Duchess is a mixed-breed rescue dog owned by Jane Seviour, and has previous experience bringing happiness to residents in nursing homes. Ms. Cooze said the program is proving popular with the young patients and she hopes to see it expand.

Dr. Michael Enachescu, an associate professor and the Husky Energy Senior Fellow in Exploration Geophysics with the Department of Earth Sciences, is this year's recipient of the Outstanding Contribution Award from the Newfoundland Ocean Industries Association (NOIA). He was singled out for his years of activity in the oil and gas sector.



Photo by Jeff Green



Toby Rowe is busy promoting Memorial's potential in becoming a role model for sustainability initiatives. Since beginning her job as the university's first-ever sustainability co-ordinator in January, she has been busy endorsing, developing and implementing effective sustainability practices. That includes things such as reducing green house gas emissions, paper consumption and energy use, as well as increase the university's participation in current activities. You can contact Ms. Rowe at 737-2637 or toby@mun.ca.

Sessional instructors now have their own union here at Memorial. Almost 65 per cent of instructors voted last fall to form the Lecturers Union of Memorial University of Newfoundland (LUMUN). The group is now in the process of forming a bargaining committee and negotiating its first



Photo by David Sorensen

contract with the university. The group's first president is **Lesley Thompson**, a lecturer in the Department of French and Spanish.



Photo by Jeff Green

Atrio of employees from the Department of Computing and Communications (C&C) helped roll out Memorial's new portal – my.mun.ca – this past winter. The project was headed up by **Sarah Arnott**, a programmer analyst with ccwebworks, the web development unit in C&C that co-ordinated the make-over. She was joined by senior programmer analyst **David Cantwell** (right), as well as **Mark English**, a senior programmer. The redesigned site includes a single entry point for a number of applications that students and staff use on a regular basis. The new portal includes an updated look, reorganized content and a simpler way to manage that content including webmail, self-service, access to payroll information for staff, and university news and announcements. The portal team is encouraging feedback – positive and negative – through portal@mun.ca.

C&C help centre assists thousands of clients each month

The Computing and Communications Help Centre serves as the front-line single point of contact for all employees and students at Memorial. Amazingly, the centre receives about 2,000 calls a month, 65 per cent of which are resolved by the unit's front-line support staff. The remainder are entered into a departmental tracking system and assigned to the appropriate support unit for follow-up. The Help Centre's dedication to assisting faculty and staff members is clearly evident in the overall satisfaction from its clients which is pegged at about 85-90 per cent as gathered through its post incident surveys.

The centre offers a range of support services including:

- Account generation and maintenance (e-mail, dialup, Memorial domain, etc.)
- Password changes
- Desktop support
- Network support
- Applications and O/S Support (MS Office suite, MS Windows, Mac, etc.)
- System configuration (network settings, printers, e-mail software, etc.)
- Incident logging and resolution

One of the goals of the Help Centre in the coming months is to improve customer service as well as publish information that will help clients understand its service levels.

For more information on the Computing and Communications Help Centre, please visit www.mun.ca/cc. You can also e-mail the centre at help@mun.ca or call 737-4595.

Grenfell employees saluted for longtime dedication



Photo by Pamela Gill

Several Grenfell faculty and staff were recognized for their service to Memorial University recently. A special ceremony was held on the Corner Brook campus of Memorial to help mark their anniversaries. Here, several of those in attendance posed for a photo after the event. From left (back row): Keith Kean (20 years), Adrian Fowler (35 years), Jim Duffy (20 years), Chris Hayes (30 years), Sharon Walsh (30 years). From left (front row): Maxine Hillier (25 years), Ken Livingstone (20 years), Michael Coyne (20 years), Kevin Clarke (20 years) and Eric Mintz (30 years). Missing from photo: Keith Nicol (25 years), Greg Penney (20 years), Wayne Rowe (30 years), Jim Whiteway (20 years).

Committee follows up on Katz recommendation

Memorial is moving ahead with the recommendations outlined in Dr. Shirley Katz's report.

Dr. Katz was commissioned by Memorial's president, Dr. Axel Meisen, to undertake an investigation into the circumstances surrounding the employment experience of the late Dr. Deepa Khosla, as well as to study whether Memorial's policies, procedures and practices on harassment are disseminated and effective. The investigation also set out to determine whether the university's climate is supportive and welcoming to women.

Dr. Katz made 12 recommendations, and an action group made up of volunteers from throughout the university, were formed to follow up on each of them.

Dr. Doreen Neville, associate vice-president (academic) and a member of the Faculty of Medicine, is the chair of the committee charged with the responsibility for reviewing the recommendation that Memorial establish an Office for Human Rights and Equity.

Dr. Neville said she's very pleased with the action group and noted each of its members bring specific areas of expertise to the committee. The membership represents Memorial's three campuses, as well as faculty, staff and students.

The committee is considering how a new office would interrelate with current policies and activities and will benefit all members of the university community.

"At present, the committee envisions an office focused on respect for diversity, which is applicable to everyone," Dr. Neville said. "The office could have far-reaching benefits, and could help ensure that all members of the university community feel valued and respected and, where necessary, protected."

Dr. Neville's committee expects to present a final report by April 30 which will include implementation options.

To learn more about the Katz report, visit www.mun.ca/marcomm/home/katz_report.php.



The action group that is following up on the recommendation that Memorial establish an Office for Human Rights and Equity provided an update to members of the university community recently. The committee includes representatives from faculty, staff and the student body. From left: Lori Yetman, sexual harassment adviser (currently on leave); Dr. Noreen Golfman, associate dean of Graduate Studies and vice-chair of the committee; Dr. Doreen Neville, associate vice-president (academic) and chair of the committee; Sarah Mills, consultant; and Bruce Belbin, director of Student Success Program. Other committee members include Karen Hollett, director of Faculty Relations; Lisa Hollett, director of Human Resources; Amy Wyse, associate director of Faculty Relations; Kent Jones, professor, Department of Fine Arts, Sir Wilfred Grenfell College; Amy Caison, faculty representative from Education and Medicine; and Jennifer Allen, a student from the Marine Institute.

Psssst... Privacy rules coming

All employees are required to protect personal information from unauthorized access, in particular when sending e-mails and faxes. This is part of the Access to Information and Protection of Privacy Act (ATIPPA) legislation due this summer.

The following is a list of tips for sending e-mails and faxes:

- Remember e-mails and faxes can be forwarded instantaneously
- Explicitly note if a message is confidential and not to be forwarded
- Only send messages to those who need to see it and only forward on the portion of the message that's required, not the full text history
- Decide if e-mailing or faxing is necessary – there are more confidential methods of sending personal information
- Use professional language, common sense, and only material which can be substantiated
- Always use a fax cover sheet, which clearly identifies the sender and the intended recipient
- Before you fax or e-mail personal information, confirm you have the correct number or e-mail address
- Do not leave material you have faxed sitting on or near the fax machine

For more information and guidelines, including a confidentiality notice, visit www.mun.ca/iapp.



Rosemary Smith, information access and privacy protection co-ordinator.

Distinct. Vibrant. Connected.



Memorial University is committed to employment equity.

Employment equity ensures Memorial's workforce is diverse and represents the community we serve.

MEMORIAL IS COMMITTED TO...

- ✓ maintaining a welcoming and favourable work environment for all individuals
- ✓ removing workplace barriers that negatively affect individuals or groups
- ✓ supporting the creation of an equitable and diverse workforce
- ✓ providing community leadership as a progressive and equitable employer

FOR MORE INFORMATION:
www.mun.ca/equity equity@mun.ca 709 737 2548



Quarterly names new editor



Photo by Jeff Green

Well-known arts journalist, theatre director and author, Joan Sullivan, is the new managing editor of the *Newfoundland Quarterly*. The St. John's native, who is a well-regarded writer with more than 20 years of experience, replaced Dr. Linda Whalen in January. Ms. Sullivan's work has appeared in a number of publications including the *Globe and Mail*, the *Telegram* and the *Current*. She has also freelanced with CBC Radio. She said she's delighted to join the *Quarterly*, which is owned by the university and operates as a separately incorporated entity. "It is really the only thing like it in Newfoundland where you have a magazine and you have creative control, it's really a thrill," she said. The *Quarterly* has been in publication since 1901 and is one of this country's oldest magazines. More information about the magazine, including its subscription rates, is available on its website, www.newfoundlandquarterly.ca.

Volunteer: Get more than you give Saluting volunteers

Mary Clarke is a great example of how Memorial employees are helping grow communities. As the manager of Recruitment, Job Evaluation and Salary Administration in the Department of Human Resources, she is an avid volunteer with a personal care home in St. John's. This is her way of staying connected with our aging population and her two sisters, who join her during weekly visits.

With an average age of 80, the residents remain active and energized by playing a good game of 120s, quizzing themselves with provincial trivia and rolling up their sleeves for parties on special occasions, especially birthdays! The residents love to see the Clarke sisters coming with stories, books, smiles and best of all, their time.

The Communicator salutes all volunteers like Mary and her sisters – particularly during National Volunteer Week, which runs April 15-21. This year's theme is Volunteers Grow Communities and that's certainly what Mary and her sisters are doing through the time they contribute each week.

They're just a few of Canada's more than 6.5 million volunteers who give up countless hours each year to help an organization or charity. Reach out today and volunteer ... you'll get back more than you give too!

To read more about how other employees give back to their communities as volunteers, see page 12.



From April 15-21, Canadian volunteers step into the spotlight as communities across the country celebrate National Volunteer Week. A heartfelt thank you goes out to the volunteers of Memorial University for the work they do – helping out, giving back and having fun. *The Communicator* congratulates all of the university's valuable volunteers!

Keeping you hooked up and informed

More than six months after taking the helm of Memorial's C&C, Director Graham Mowbray reflects on how his department helps keep the university community plugged in and connected.

The Department of Computing and Communications provides a broad range of services to the Memorial community that affects every employee and student here at the university. For example, we provide the basic network infrastructure that moves huge amounts of data around Memorial every day. We provide numerous e-mail services to students, faculty and staff and also deliver the physical mail to the campus and the Health Sciences Centre. We build many of Memorial's IT applications, websites and web services and operate the campus'

Computer Purchasing Centre (CPC). Most recently, C&C has undertaken the deployment of a Voice over Internet Protocol (VoIP) phone system. In short, C&C is very much involved in helping Memorial run smoothly.

As a recently hired director, I have been given the opportunity to make some decisions on the priorities of our department and I have asked the department to focus on four key areas.

- Customer service
- Communications
- Project management
- Work management

These areas were selected to help the department set the right priorities and ensure that the work that we do is most closely aligned with the things that are important to Memorial's strategy for growth and development. I have found that there is a tremendous requirement for our services, and the department has taken on some very significant projects, so we need to make sure that we take on the right work, and complete it on time for our clients.

Over the coming months, you will see C&C complete the roll out of the VoIP system with basic phone functionality. In the latter part of this year, we have targeted the roll-out of new applications which will be built on the VoIP platform. This will start to demonstrate the real value of these next generation phones. We will implement a single e-mail system for the entire campus, starting with students. This will mean that identification and communication for all members of our community will become much easier. We are also working with the entire university community to create a vision of an integrated electronic campus which will allow linking of many of the current IT-enabled services, including the work being done within our Distance Education and Learning Technologies (DELT) unit, as well as our Banner systems, for example, in a way that will help Memorial meet the needs of our students in the future.

On behalf of the more than 100 employees of Computing and Communications, I'd like to thank you for your support. We look forward to serving you in the future.



Graham Mowbray is the director of Memorial's Department of Computing and Communications.

Graham

Up, up and away

Faculty member hopes her big adventure takes her to the top of the world

An adventurous – and brave – member of Memorial's community is in the midst of a trip of a lifetime. And, she's hoping to make history along the way.

Dr. TA Loeffler, a well-known professor in the School of Human Kinetics and Recreation, is currently out of province and on an out-of-this-world voyage to the top of the highest peak on Earth.

She left in mid-March bound for Mount Everest, which is located on the border between Nepal and Tibet. If all goes well, it will take her six to eight weeks to climb Everest. She's set to return home to this province in early June.

It'll be a gruelling and intense trip that only a select few of the world's best climbers have ever accomplished. If she reaches the top, she'll likely be the first person from Memorial and this province to ever do so.

"To me it's a success that I'm going," she said before leaving. "It's not about the top – though that's gravy. It's about the journey and the learning that comes with every step. As an outdoor educator this climb allows me to have a performance like my colleagues in the School of Music. This is my Carnegie Hall."

The trip is one of the most dangerous the veteran mountain climber and award-winning outdoor educator has ever laced up her climbing boots for. Everest is an astonishing 29,028 feet – or 8,848 metres – above sea level, has a five per cent death rate and is not for the faint of heart. More than a decade ago, 15 people died while trying to reach its summit making that year the deadliest year ever in the mountain's history. Factor in frigid temperatures, falling ice and piercing winds and this is no ordinary climb. Dr. Loeffler, though, is prepared. She trained 15-20 hours a week before leaving, doing everything from step aerobics with a backpack to weightlifting to Pilates.

The trip to Everest isn't just dangerous, it's expensive too. It's costing Dr. Loeffler \$60,000 for her gear and travel arrangements. Thanks to the generosity of Memorial staff, faculty members and students, as well as donations from the



Dr. TA Loeffler, a professor in Memorial's School of Human Kinetics and Recreation, is currently on the trip of a lifetime. She's attempting to make her way to the top of Mount Everest. Here, she's seen atop of Mount Aconcagua, South America's highest peak, in late December 2006.

outside community, including a couple of corporations, she was able to fundraise close to \$30,000.

In the weeks leading up to her trip, Dr. Loeffler also inspired hundreds of employees to get active. During the month of February, employees were encouraged to take stairs instead of elevators while at work. Participants were challenged to walk the number of stairs equivalent to reaching the top of Everest. The Stairway to Health project was co-ordinated by Peter Hynes, worklife programs co-ordinator in the Department of Human Resources.

Meanwhile, prior to leaving for her trip, which she dubbed Everest 007, Dr. Loeffler spoke to thousands of school children to encourage them to get physically active.

People can follow Dr. Loeffler's latest expedition on her personal website www.taloeffler.com. She'll also post updates to www.myeveryest.com. Inspirational messages can be forwarded to taloeffler@yahoo.com.

If she reaches the top, she'll likely be the first person from Memorial and this province to ever do so.

Fresh faces



Memorial welcomes new co-workers during orientation session

Over 30 new staff members from various departments and units got an official welcome – and brief history of the university – during a special employee orientation session on Feb. 23. The event was hosted by the Department of Human Resources and included an overview of the services and benefits offered to employees, as well as presentations from some of the university's senior executives, including President Axel Meisen, about the significance, priorities, partnerships and future strategic direction of Memorial. The primary purpose of the orientation sessions is to personalize Memorial for each new employee and provide a comprehensive synopsis of what Memorial offers, including how to access specific programs and opportunities for personal and professional development. The sessions are intended to compliment the university's new employee orientation website which includes videos which contains specific details and helpful tips for new staff. To access these orientation videos, visit www.mun.ca/humanres/employees/orientation.php or www.mun.ca for more general information about Memorial. From left, new employees Jonathan Sharron, Kevin Healey, Mary Bruneau, Ian McKinnon, Wanda Tiller and George Smith share a few moments before the orientation session got underway in the Junior Common Room.

Checking for cons

What you need to know

Cheque fraud is currently one of the fastest-growing financial crimes. Forecasts indicate that it will increase by 25 per cent a year. It is estimated that commercial fraud, particularly cheque fraud, costs North American businesses more than \$20 billion a year. Crime rings specializing in this kind of fraud are constantly on the lookout for new trends and are very shrewd. They use new techniques to fraud the banking system and steal money from their victims. With the advances in technology in scanners and laser printers, producing good quality counterfeit cheques is becoming easier. More people are becoming victims of this type of fraud and they need to become more familiar with the appropriate precautions to take when accepting cheques.

Fraudulent cheques are often used in a variety of scams such as advance fee letter fraud, overpayment and prize pitch. An overpayment scam is a type of fraud where the person receiving the cheque is actually owed money for goods sold. The seller receives a counterfeit cashier's cheque, personal cheque or corporate cheque from the "purchaser" in an amount in excess of the amount owed; is asked to deposit the cheque and wire the excess funds immediately back to the sender/purchaser or the purchaser's agent or shipper. The deposited cheque is subsequently returned as counterfeit and charged back to the seller's account.

In the past year Memorial has been contacted by a number of people, who have been presented with counterfeit Memorial cheques, asking if the cheques are authentic. In a recent case a law firm from Toronto had received a cheque for more than \$40,000 for a deposit on a golf course. The lawyer was asked to keep \$30,000 and to send the balance to a particular bank of an agent of the buyer. Of course the cheque was fraudulent and the lawyer was advised not to cash the cheque.

Although the university has been fortunate not to incur any losses because of these scams, it must protect itself from any future potential losses and eliminate the time it takes to deal with the many inquiries it receives regarding fraudulent cheques. One way to prevent these type frauds is to use direct deposit for payments as much as possible. Starting April 1, 2007, Financial and Administrative Services (FAS) will be requiring mandatory direct deposit for all payments made to vendors that have a Canadian bank account. This will also apply to all employees of Memorial who receive a payment from Financial and Administrative Services for travel reimbursement, etc.

Officials with FAS look forward to everyone's co-operation as it tries to minimize any potential losses due to fraudulent cheques.

For information regarding cheque fraud and a list of some other common scams, check out:

www.phonebusters.com/english/recognizeit.html or www.desjardins.com/en/a_propos/profil/securite_en_ligne/eviter_victime_fraude/fraude_cheque.jsp

Chalets and residence offer alternative to usual accommodations

Sir Wilfred Grenfell College's Conference Services Office provides a different choice when it comes to booking accommodations in the Corner Brook area.

"If faculty, staff or students are planning to travel to the west coast or have relatives visiting this area, they should keep in mind that Grenfell College's on-campus housing is a viable alternative to the usual hotels and bed and breakfasts," said Laura Walbourne, conference marketing co-ordinator.

Ms. Walbourne said that the chalets are particularly ideal for family vacations, since each apartment has four bedrooms, a living room, a kitchen and one-and-a-half baths. Those attending business meetings, or simply planning a weekend getaways, will also find the chalets a convenient and pleasant experience. They are fully equipped with everything from microwaves to cutlery to towels.

Grenfell's chalet-style apartments and traditional single dormitory-style accommodations are close to shopping, attractions and major venues such as the Corner Brook Arts and Culture Centre and the Pepsi Centre.

Available from May to August, on-campus housing is affordable, but includes all the amenities associated with standard accommodations: wireless Internet service/free local calls, daily towel service, and on-site laundry, food and recreation services.

For more information, contact the Conference Services Office at 709-637-6255 or toll-free at 1-866-494-3548 or via e-mail: conferenceservices@swgc.mun.ca. Or, visit their website is: www.swgc.mun.ca/conference.



Photo by Pamela Gill

On-campus accommodations at Grenfell College are a sensible choice for visitors to this province's west coast.

Trash talk 101 C&C can help you put the lid on your e-mail spam

Spam – it's the four letter word that's caused more than a few frustrating moments for e-mail users here at Memorial in recent months. Just about everyone has to spend some time each day deleting junk e-mail messages.

E-mail spam is unsolicited bulk messages we get in our inboxes. Chances are, if you've received a spam message in recent months the co-worker next to you has as well. Spam is usually unwanted, commercial and likely sent out via an automated recipient. In short, it's a nuisance. According to most experts, e-mail spam volume has more than doubled since this time last year.

According to Memorial's Department of Computing and Communications, what makes spammers more effective is that they have hijacked thousands of home computers that are always connected to the internet via Digital Subscriber Lines (DSL) connections. These infected computers behave as an army of robots sending out large volumes of spam. Often the owner of the infected computer is unaware of this nefarious activity.

Spam detection is an inexact and reactive process. Spammers are constantly changing tactics in order to avoid automatic detection and departments like C&C have to constantly adapt to remain effective. First generation spam detectors simply relied on the presence of keywords. Spammers got around that type of detection by purposely misspelling words or embedding their text in images. If a message contains a web link, the link is cross checked against live databases of websites that appear in spam. This technique has proven quite effective, but now groups like C&C see that some spammers are adding spurious characters to the link with instructions to remove the extra character. This tactic prevents efficient comparison against those databases. The largest volume of spam e-mail users here at Memorial are now seeing is stock promotion spam. These pose a challenge because they do not contain web links; instead they are usually intense campaigns of short duration and the keyword of interest – the stock symbol – is four characters that might match other text in legitimate messages.

Another problem a place such as Memorial – with a large and diverse group of people – might have is that spam rules are not necessarily universal. E-mail users may be reasonably sure that a message written in Cyrillic characters is spam, but a Russian speaker may not agree with that generalization. The keyword valium may also be a sure sign of spam for most people, but a pharmacist may disagree. That limits C&C's choice of universal rules and means that it must be conservative in its definition of spam.

C&C analyzes all incoming e-mail for spam content using software called SpamAssassin. SpamAssassin runs a series of tests on each message and assigns points for detected spamlike criteria. New tests and revised scores are regularly introduced to target new spam trends. Messages scoring 8.0 points or more are automatically discarded. Incidentally, that threshold accounts for about half of the university's incoming mail volume. Messages scoring between 4.0 and 8.0 points are tagged as xxSPAMxx in the message subject and delivered to mailboxes. That means that there is a good probability that the message is spam, but it is also possible that some legitimate e-mail, usually commercial bulk newsletters, may earn enough points to fall into this category.

So how can you effectively use the xxSPAMxx designation to manage spam? C&C's recommended practice is to filter incoming xxSPAMxx mail into a separate e-mail folder. Monitor this folder regularly to check for legitimate e-mail that sometimes gets tagged as spam. Add those senders to your whitelist to ensure that this e-mail doesn't get treated as spam in the future. Over time, you should see fewer legitimate messages diverted to this spam folder. Once you are reasonably confident that the xxSPAMxx mail is all spam, you can modify your filter to automatically discard this e-mail. As for the spam that scores less than 4.0, C&C will keep modifying their SpamAssassin rules to try and detect these.

For more information on spam, visit www.mun.ca/cc/email_services/spam.php.

Memorial hires interim sexual harassment adviser

Isobel O'Shea has been appointed Memorial's sexual harassment adviser on an interim basis.

Ms. O'Shea is a senior associate with the law firm of Stewart McKelvey. In addition to her law degree, she has a master's of public administration from Dalhousie University.

Since her call to the bar, Ms. O'Shea has been a member of the Insurance Group and the Employment and Labour Group at Stewart

McKelvey. Her insurance practice is focused primarily on life and disability claims.

She has authored several articles for the Atlantic Business Counsel and Atlantic Employers Council. She is honorary counsel to the Duke of Edinburgh's Award Program in Newfoundland and Labrador, and co-chair of the Law Day 2007 Committee.

She has assumed this contract position while Lori Yetman is on leave.

The primary function of the Sexual Harassment Office is to educate and inform the university population about the sexual harassment policy and to provide confidential consultations and advice to those dealing with sexual harassment issues or supporting someone who is.

The Sexual Harassment Office is located in the University Centre, room UC-3000, in St. John's and services are also available for employees and students at Marine Institute and Sir Wilfred Grenfell College.

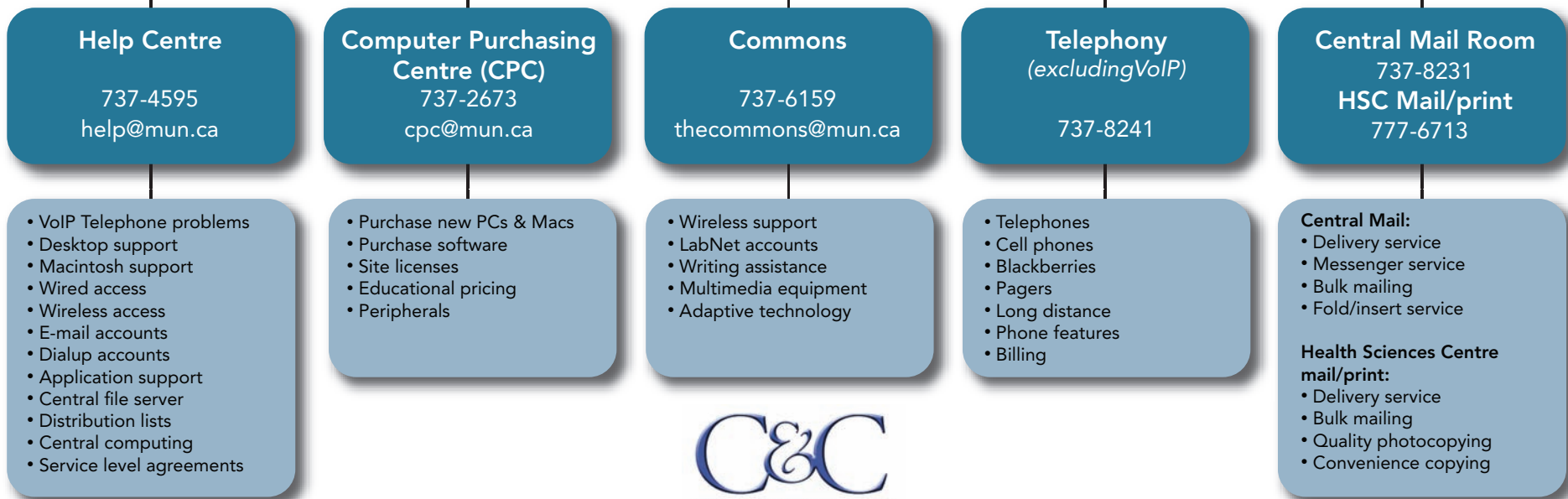
Ms. O'Shea can be reached at 709-570-8854, 709-737-2015 or sexualharassment@mun.ca.

The primary function of the Sexual Harassment Office is to educate and inform the university population about the sexual harassment policy

Computer conundrum? Postal problem? Memorial's Department of Computing and Communications can help. With a number of service units, the department's knowledgeable staff assists thousands of clients from around the university each month – from glitches with your PC to setting up wireless access to keeping

Memorial's community connected through the new VoIP telephone systems and delivering countless pieces of mail and packages each week, C&C can help you stay connected. Be sure to clip and save this handy guide for the next time you have a C&C related question.

C&C Clients



MUN Employees share their culinary creations

THE HOME COOK

Got other recipes you want to share with us?

The Communicator is on the hunt for new healthy home-made meal ideas from you – our readers. Send your recipes to jeffg@mun.ca.

BEST-EVER MEATBALLS IN TOMATO SAUCE

Thanks to **Iliana Dimitrova**, an electron microscopy technologist in the Faculty of Medicine, for submitting this tasty recipe. If you've got a home-made meal idea to share with us, send it to jeffg@mun.ca.

Ingredients for meatballs

1/4 cup rice
4 cups water
2 lbs ground beef
2 eggs, beaten
1 onion grated

2 gloves garlic, minced
1 tsp ground cumin
1/2 tsp salt and pepper
2 tbsp oil

Ingredients for tomato sauce

2 onions, chopped finely
4 cloves garlic, minced
1 can (796 ml) tomatoes
1 tbsp salt
1/2 tsp pepper
2 tbsp sugar
Fresh parsley

Directions for meatballs:

In a saucepan, stir rice into four cups of boiling water. Set aside for 30 minutes to soak. Drain well. Next, mix rice with other ingredients except oil. Form 16 balls. In a skillet, heat oil and brown the meatballs on all sides. Drain all fat but one tbsp. Transfer meatballs to a slow cooker.

Directions for tomato sauce:

Add onions and garlic to skillet. Stir for one minute. Next, stir in tomatoes and the rest of the dry ingredients except parsley. Bring to a boil. Pour sauce over meatballs. Cover the slow cooker and cook for eight hours on low, or four hours on high. Add parsley before serving.

Little fingers little toes

The Memorial family welcomes its newest additions



Lisa Fleet, research co-ordinator for Professional Development and Conferencing Services, Faculty of Medicine, and her husband Harold welcomed their daughter Leah Elizabeth on Jan. 23, 2007.

Sherri Clowe, intermediate clerk stenographer with the Office of Alumni Affairs and Development and her partner Scott Brophy welcomed their son Zander Reginald on Feb. 2, 2007.

Memorial by the numbers Did you know ...

82 years ago, Memorial opened on Parade Street with 55 students

11,486 T4 and T4A forms were processed by HR in early February

Memorial had 2,357 permanent employees and 4,476 contractual employees last year

\$16,385,165 was contributed to the university in philanthropic support in 2005-06

ALL THE NEWS THAT'S FIT TO HEAR.

To find out the latest from Memorial University of Newfoundland, why not listen to our podcast? *Studio 1024* provides a weekly roundup of news of all things Memorial. You'll find it, plus daily events and stories on our newly designed website www.mun.ca.





Facilities Management's Grounds and General Services staff got together recently to say goodbye to a longtime co-worker. Grounds Foreman Jim Samson, who worked with Memorial from 1972 until his retirement in January of this year, was a familiar face around the St. John's campus. Here, Jim is joined by a large group of co-workers. From left (front row): Christopher Baird, Sean Rogers, David Hann, Cliff Chaytor, Blair Morris, Alex Finn, Greg Hynes, Jim Samson, Paul Jackson, Gerard Horan, Mike Woodfine, Randy White, Caroline Murphy and Gordon Coffin. From left (back row): Bob Kavanagh and Wayne Roche.

Labour of love

65 no longer the magic number



Following a 40 year career in mathematics with Memorial, Dr. Peter Booth decided to retire this past year and has no regrets. He enjoys travelling, spending time with his wife, children, grandchildren and friends, and continuing his life's work in researching the Homotopy Theory. Topology is a type of geometry and includes the study of every conceivable shape of object in

every conceivable number of dimensions. In homotopy theory, experts use algebraic methods to study such topics.

He has a healthy, full, active life and enjoys the freedom of flexibility in his schedule to pursue personal and professional areas of interest.

Dr. Booth acknowledges the importance of individual freedom to decide when is the best time to retire, and that's precisely what the legislation provides. The Human Rights Code was amended to prevent age discrimination beyond age 65 effective May 26, 2007. At Memorial, on Feb. 1, 2007, the Board of Regents received a report from the university's administration and authorized the discontinuance of mandatory retirement as of this date and creation of appropriate amendments to policies, collective agreements, Pension Act, and more. In short, the university will no longer assume that employees will retire at age 65 and any employee planning to retire will need to notify university officials of their intention. Memorial will secure short-term financial planning services for employees who are making the decision to retire or continue working. A retirement planning seminar was held on Feb. 21, 2007, to review pertinent pension plan and group benefits, CPP and OAS, Memorial University Pensioners' Association, and financial planning. Additional seminars are planned for the future.

While Dr. Booth looked forward to and enjoyed each of his 14,600 working days, he's equally pleased to be free from obligation and schedule. He can work on his own time, continuing to solve problems which have puzzled the mathematical community for decades.

One hundred years ago, a male's life expectancy was 48 and women's was 51. Now the average is 75 years for men and 80 years for women. "Memorial welcomes those who wish to continue contributing, regardless of age, to do so," said Lisa Hollett, director of Memorial's Department of Human Resources. "Age 65 is becoming the new 40!"

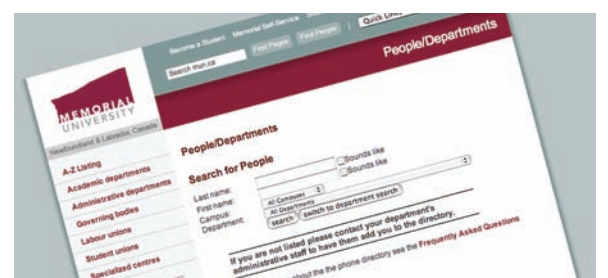


Grenfell College held a reception in January to mark the retirements of two longtime employees. Math professor Bruce Bussey, pictured left with his wife Sherry, came to the college when it opened in 1975. Meanwhile, Chris Hayes, former physical plant manager, retired after 30 years; Mr. Hayes (below) is pictured with his family, from left, Jamie Luscombe, Heather (Hayes) Luscombe, wife Pauline Hayes and Christa (Hayes) Fowler.



Photos by Pamela Gill

The 411 on Memorial's digital directory



Is your name in Memorial's Electronic Telephone Directory? If you are new to the university or if you've changed departments or units, you may not be listed – but you should be.

Ensuring your name and contact information is listed in the online database is simple and easy. First, check your status by logging on Memorial's main page (www.mun.ca). Click on the "People & Departments" tab at the top of the page and simply search for your name.

If you're not listed – or if your information is listed incorrectly – contact your department's administrative officer and have them add your name and pertinent information to the directory. Become included and stay connected.

Lisa Hollett,
Director of Human Resources



Wow, has it been a long winter. It seems the more we shovelled, the more it snowed. I celebrated my first year anniversary as a Memorial employee with a snow day. Maybe we can make this an annual event!

After reflecting on my first year here at the university, I have had the opportunity to add some of my insights to our new staff orientation process. My orientation experience was very positive. The first few days and weeks in my new role went relatively smoothly due to the care and concern shown by those in my department and my boss, Kent Decker. My wish is for every new employee to have as positive an experience. The new staff orientation website is now up and running and I invite all employees to review it at www.mun.ca/humanres/employees/orientation2.php and offer suggestions to make it better. The responsibility for orienting new employees lies with all of us.

I would like to thank everyone in the university who followed the alcohol policy during the Christmas season. Obtaining permission for events where alcohol is going to be served and following the other aspects of the policy will be an ongoing requirement. For more information, please review the policy at www.munhousing.ca/liquor-services.

How are your new year's resolutions coming? I promised to exercise, reduce my sweets intake and go home to my kids on time. So far, I've achieved one of the three. The wellness area of Human Resources may have some resources to help you achieve your resolutions. Peter Hynes arranged a supported smoking cessation program that many employees have utilized and an interesting stairway climb challenge that saw

departments and individuals competing to climb the equivalent of Mount Everest in stairs. On that note, here's a big "Go TA" to TA Loeffler who is at this moment climbing the world's tallest mountain. Our thoughts and dreams are with you.

TA was the guest speaker at this year's 30 year service recognition event and, in future, we may need to expand the service awards beyond the 35 year mark as the Board of Regents accepted our recommendation that Memorial discontinue mandatory retirement. We will spend the next few years reviewing our experience and modifying policies and practices to accommodate employees who wish to work beyond age 65. The current pension legislation allows the board to extend employees to age 68, so none of our current actions will require legislative change.

Thank you to all who completed the recent opinion survey. This survey is significant in that it is our first attempt at a comprehensive, broad-based review of opinions on many issues affecting our work environment. We will have the results by mid-April and will post them on the web. I'd like to thank the members of Katz committee #10 who worked diligently to ensure that the survey was comprehensive, relevant and gave everyone the opportunity to provide feedback on their experience with the university as an employer. The members of this committee are Aileen MacDonald, Amy Wyse, Cathy Dutton, Holly Pike, Karen Hollett, Leslie Thompson, Lilly Walker, Linda Cullum, Penny Diamond, Reeta Tremblay, Robert Barker, Rosemary Smith, Shannon Dawson and Sharon Pippy.

The federal contractors audit is continuing. The results of our employment equity survey have been analysed and an employment systems review by an external party is underway to identify any systemic discrimination in our policies or practices. Please check

our website for updates.

The changes continue in Human Resources. We've had some moves and added some new faces to our group. I'm thrilled to be able to announce that Amy Wyse, employment equity officer, has been promoted to the position of associate director, Faculty Relations; Lisa Curran, human resources adviser, has accepted a secondment to faculty recruitment; and Susan Brown, human resources adviser, has accepted a secondment within our department to learning and development. Colleen MacKenzie, secretary in the director's office, has been assisting in the Sexual Harassment Office since early February and Melissa Sweeney is replacing Colleen. Karen Stockley is moving from HR Systems to become a compensation analyst. New additions to our department include Janet Norman as a human resources adviser; Bernice Devereaux as senior benefits clerk; and Shannon O'Dea Dawson as our communications co-ordinator. Meanwhile, Kathy Hogan joins us as an advisory services co-ordinator, and Tina Mulcahy is moving from compensation analyst to advisory services co-ordinator.

I would like to thank all those children and relatives who participated in the Carol Sing and entered our colouring contest. Prizes were awarded to the following: Jasmine Prowse, Jacob Vere-Holloway, Noah Cote, Andrew Hollett, Katie Hollett, Erika Slaney, Brooke Slaney, Sabrina Cooper and Crystal Cooper.

I would like to hear from you and make sure that this column responds to your needs. Please send any comment or questions to ljhollet@mun.ca or call 709-737-4615.

Cheers, Lisa

Information * Understanding * Access

HR moves forward with communications strategy



The Department of Human Resources kicked off the New Year with the hiring of their first-ever communications co-ordinator. She was selected to regularly communicate relevant programs, services, benefits, policies and actions to employees, and pensioners and coordinate communications surrounding initiatives such as those recommended in the Katz's Report. Shannon O'Dea Dawson began working in early January to improve two-way communication and collaboration amongst employees. Her position is shared with the Division of Marketing and Communications.

WHO: Shannon O'Dea Dawson; B.Comm., B.Ed., BA; two decades of professional communication and promotional expertise in the private sector; positive, energetic, results-oriented.

WHAT: Provide relevant, timely, effective, efficient and upbeat communications on administrative activities. Increase understanding and access through communication flow, specifically hearing and responding to employee concerns.

WHEN: On a timely, regular basis. Accessible consistently through 737-4615/6199 or humanres@mun.ca.

WHERE: Located in the director's office (A-4031); available to employees campus-wide and through the many publications and communications media available.

WHY: To ensure great communications to and for all employees. When employees are fully informed and can access opportunities and assistance, everyone benefits ... both the individual and the organization.

HOW: Through online website communications, Newline messages, memos, posters, direct mail, newsletters, presentations, podcasts, radio, print, television and others.

If you'd like to get in touch with Shannon or have a news story idea, give her a call at 737-6199 or e-mail: sodawson@mun.ca.

The following career changes have received approval since the last issue of *The Communicator*. They are provided by Human Resources and are current at the time of publication.

ACADEMIC

Appointments – tenure-track

- Dr. Jeff Burzynski, Faculty of Medicine, assistant professor, Dec. 18, 2006
- Dr. Tom Chapman, Department of Biology, assistant professor, Jan. 29, 2007
- Dr. Abir U. Igamberdiev, Department of Biology, associate professor, Aug. 15, 2007
- Dr. Shawn Kenny, Faculty of Engineering and Applied Science, assistant professor, Jan. 1, 2007
- Dr. Jeong-Yup Lee, Department of Mathematics and Statistics, assistant professor, Aug. 1, 2007
- Dr. F. Marcel Musteata, School of Pharmacy, assistant professor, April 1, 2007
- Dr. Rodney Russell, Faculty of Medicine – Basic Medical Sciences, assistant professor, June 1, 2007
- Dr. Stephanie Young, School of Pharmacy, assistant professor, Dec. 15, 2006

Appointments – administrative

- Prof. Terry Bishop-Stirling, Department of History, interim department head, Feb. 1, 2007
- Dr. Cathy Donovan, Faculty of Medicine, associate dean, Community Health and Humanities, Jan. 1, 2007
- Dr. Grant Gardner, Dean of Science, associate dean, Jan. 1, 2007
- Prof. Ken Livingstone, Sir Wilfred Grenfell College – Fine Arts, division head, Jan. 1, 2007
- Dr. Kati Szego, School of Music, interim associate director, Jan. 1, 2007
- Dr. Peter Trnka, Department of Philosophy, interim department head, Jan. 1, 2007

Appointments – other

- Dr. Ralph Bachmayer, Faculty of Engineering and Applied Science, CRC in Ocean Technology, Tier II., associate professor, July 1, 2007

Cross Appointments

- Donna Hardy-Cox, Faculty of Education, associate professor, Sept. 1, 2006

Confirmation of appointment (tenure)

- Dr. Majid Abdi, Faculty of Engineering and Applied Science, associate professor, Sept. 1, 2007
- Dr. G. Todd Andrews, Departments of Physics and Physical Oceanography, Sept. 1, 2007
- Dr. Robert Bertolo, Department of Biochemistry, assistant professor, Sept. 1, 2007
- Dr. Ivan Booth, Department of Mathematics and Statistics, assistant professor, Sept. 1, 2007
- Dr. Christina Bottaro, Department of Chemistry, assistant professor, Sept. 1, 2007
- Dr. Janet Brunton, Department of Biochemistry, assistant professor, Sept. 1, 2007
- Dr. Lindsay Bryan, Department of History, assistant professor, Sept. 1, 2007
- Dr. Anthony Card, Human Kinetics and Recreation, assistant professor, Sept. 1, 2007
- Dr. Kathryn Dupre, Faculty of Business Administration, assistant professor, Sept. 1, 2007
- Dr. Evan Edinger, Departments of Geography and Biology, assistant professor, Sept. 1, 2007
- Dr. Michael Enachescu, Department of Earth Sciences, associate professor, Sept. 1, 2007
- Prof. Andrew Fisher, Faculty of Engineering and Applied Science, associate professor, Sept. 1, 2007
- Dr. Kenneth Fowler, Department of Psychology, assistant professor, Sept. 1, 2007
- Janneka Guise, Queen Elizabeth II Library, librarian II, Sept. 1, 2007
- Dr. Diana Gustafson, Faculty of Medicine, assistant professor, Sept. 1, 2007
- Dr. Sherrie Komiak, Faculty of Business Administration, assistant professor, Sept. 1, 2007
- Dr. Scott Mackinnon, Human Kinetics and Recreation, associate professor, Sept. 1, 2007
- Dr. Daniel MacPhee, Faculty of Medicine, assistant professor, Sept. 1, 2007
- Dr. George Mann, Faculty of Engineering and Applied Science, associate professor, Sept. 1, 2007
- Dr. Duncan McIlroy, Department of Earth Sciences, assistant professor, Sept. 1, 2007
- Dr. Robert Meadus, School of Nursing, assistant professor, Sept. 1, 2007
- Dr. Kaushik Nag, Department of Biochemistry, assistant professor, Sept. 1, 2007
- Dr. David Natcher, Department of Anthropology, assistant professor, Sept. 1, 2007
- Dr. Nick Novakowski, Sir Wilfred Grenfell College, assistant professor, Sept. 1, 2007
- Dr. Sunil Pansare, Department of Chemistry, assistant professor, Sept. 1, 2007
- Dr. David Philpott, Faculty of Education, associate professor, Sept. 1, 2007
- Dr. Anne-Marie Sullivan, Human Kinetics and Recreation, assistant professor, Sept. 1, 2007
- Dr. Yvan Rose, Department of Linguistics, assistant professor, Sept. 1, 2007
- Dr. Helene Volkoff, Departments of Biology and Biochemistry, assistant professor, Sept. 1, 2007
- Dr. Frederick H. White, Department of German and Russian, assistant professor, Sept. 1, 2007
- Dr. Peter James Whitridge, Department of Anthropology, associate professor, Sept. 1, 2007
- Dr. Sandra Wright, Sir Wilfred Grenfell College – Social Science, assistant professor, Sept. 1, 2007
- Dr. Jie Xiao, Department of Mathematics and Statistics, associate professor, Sept. 1, 2007
- Dr. Yuan Yuan, Department of Mathematics and Statistics, associate professor, Sept. 1, 2007

Retirements

- Dr. Dorothy Milne, Queen Elizabeth II Library, Dec. 31, 2006
- Dr. Austin Redlack, Faculty of Business, Dec. 31, 2006

ADMINISTRATIVE

Appointments

- Jason Langdon, Distance Education and Learning Technologies, manager of operations, Nov. 14, 2006
- Donald Wood, Department of Facilities Management, radiation/biosafety officer, Jan. 4, 2007

Contractual to Permanent

- Lynn Best, Department of Human Resources, learning and development officer, Nov. 16, 2006
- Gordon Coffin, Department of Facilities Management, maintenance plumber, Jan. 22, 2007
- Ken French, Faculty of Business Administration, information technology consultant, Sept. 4, 2006
- Ron Kelland, Department of Facilities Management, utility worker, Jan. 19, 2007
- Marsha McEvoy, Department of Facilities Management, intermediate clerk stenographer, Jan. 19, 2007
- Karen Randell, Faculty of Medicine, secretary, Nov. 30, 2006
- Marie Rowe, Dean of Science, math learning instructor, Nov. 30, 2006
- Krista Saunders, Faculty of Engineering and Applied Science, intermediate clerk stenographer, Nov. 20, 2006
- Sharon Warford, School of Graduate Studies, intermediate clerk stenographer, Jan. 8, 2007

Contractual appointments (one year or more)

- Susanne Allured, School of Nursing, intermediate clerk stenographer, Nov. 20, 2006
- Mary Bruneau, Faculty of Medicine, research assistant II, Dec. 1, 2006
- Moya Clarke, Faculty of Medicine, instructional design assistant, Jan. 1, 2007
- Clyde Clements, CREAT Network, research laboratory co-ordinator II, Nov. 20, 2006
- Kelly Foss, Division of Marketing and Communications, communications co-ordinator II, Jan. 15, 2007
- Gail Greenslade, Department of Human Resources, data entry operator, Nov. 20, 2006
- Chris Hibbs, Student Success Programs, student life programs liaison officer, Jan. 8, 2007
- Lauren Hussey, Centre of Institutional Analysis and Planning, institutional analyst, Dec. 4, 2006
- Amanda Ivany, Division of Marketing and Communications, marketing co-ordinator Dec. 11, 2006
- Valerie Ludlow, Faculty of Medicine, research assistant II, Nov. 13, 2006
- Ian Mckinnon, Department of Human Resources, human resource advisor, Feb. 5, 2007
- Richard Mercer, Faculty of Education, research assistant II, Jan. 15, 2007
- Pam Murray, Faculty of Medicine, secretary, Dec. 18, 2006
- Pablo Navarro, Faculty of Medicine, research assistant II, Feb. 5, 2007
- Shannon O'Dea Dawson, Division of Marketing and Communications, communications co-ordinator II, Jan. 3, 2006
- G. Todd Pardy, Faculty of Medicine, programmer consultant, Nov. 8, 2006

- Andrea Pike, Faculty of Medicine, programmer consultant, Nov. 8, 2006
- Andrea Pike, Faculty of Medicine, research assistant I, Jan. 16, 2007
- Dawn Roche, Division of Marketing and Communications, communications co-ordinator II, Jan. 15, 2007
- Hui Shi, Housing, Food and Conference Services, IT consultant, Jan. 12, 2007
- Barbara Smith, Faculty of Medicine, research assistant II, Jan. 8, 2007
- Joan Sullivan, Newfoundland Quarterly Foundation, managing editor, Jan. 8, 2007
- Enoka Wijekoon, Department of Biochemistry, research assistant II, Dec. 4, 2006
- Valerie Wilson, Faculty of Medicine, research assistant II, Dec. 21, 2006

Promotions and Transfers

- Terri Lynn Condon, Queen Elizabeth II Library, library assistant IV, Dec. 8, 2007
- Bernice Devereaux, Department of Human Resources, senior clerk, Jan. 3, 2007
- Katie Dwyer, Faculty of Education, intermediate secretary, Jan. 8, 2007
- Beverly Evans-Hong, Department of German and Russian, administrative secretary, Sept. 21, 2006
- Jeanie Haynes, Department of Facilities Management, senior clerk, Nov. 3, 2006
- Tracy Hedd, Department of English, intermediate clerk stenographer, Jan. 15, 2007
- Renee Lopez, Department of History, intermediate secretary, Jan. 3, 2007
- Donna Norman, Faculty of Medicine, library assistant VI, Dec. 18, 2006

Retirements

- Lydia Bartlett, Sir Wilfred Grenfell College, Jan. 31, 2007
- Suresh Belkhode, Department of Biochemistry, Dec. 8, 2006
- Lillian Beresford, Student Success Programs, Jan. 3, 2007
- Sheila Bussey, Marine Institute, Jan. 19, 2007
- Robert Dillon, Department of Facilities Management, Oct. 27, 2006
- Christopher Hayes, Sir Wilfred Grenfell College, Jan. 5, 2007
- Cathy Purcell, Faculty of Engineering and Applied Science, Jan. 19, 2007
- Milton Rose, Department of Facilities Management, Jan. 12, 2007
- Walter Samson, Department of Facilities Management, Jan. 5, 2007
- Joan Squires, Department of Chemistry, Jan. 20, 2007

Secondments

- Ruby Bishop, Department of Linguistics, administrative secretary, Dec. 11, 2006
- Richard Blenkinsopp, School of Music, music technical specialist, April 2, 2007
- Roma Bowen, Office of the VP Academic, intermediate secretary, Nov. 15, 2006
- Joy Carew, Major Research Partnerships, accounts clerk, Jan. 15, 2007
- Bernard Doyle, Department of Facilities Management, procurement officer, April 2, 2006
- Tracy Hedd, Department of English Language and Literature, intermediate clerk stenographer, Jan. 15, 2007
- Robyn Saunders, Centre for Institutional Analysis and Planning, academic program review co-ordinator, July 31, 2006.
- Kim Slaney, Department of Human Resources, senior clerk, Nov. 27, 2006

In honour of National Volunteer Week, which runs April 15-21, 2007, *The Communicator* wondered:

Why do you volunteer? Here's what some of your co-workers had to say.

Both Beatrice and I have some very different interests but both feel that the value of our volunteer experiences comes out of – and contributes to – the place where we live. She has been a long-time volunteer with the Labrador Heritage Society and the Big Land Challenge Dog Team Race, interests fostered by her own heritage as a Labradorian. I found that Happy Valley-Goose Bay was the perfect place to pursue interests in theatre and music and have volunteered in these areas since moving to the town. Volunteering makes both of us more aware of the rich variety of people in our community, and allows us to appreciate the spirit of co-operation necessary in smaller communities.



Martha MacDonald, (left) program co-ordinator and **Beatrice Dickers**, administrative staff specialist
Labrador Institute

Volunteering is an important part of everyday life and while it can be difficult to squeeze in the extra time needed to do it, it can also be very rewarding and self-fulfilling. I do a lot of volunteering with my local church. Certain months I act as an usher for my church which essentially is helping people with seating and handing out bulletins. I also volunteer as a member of church committees as well.



Photo by Jeff Green

Geoff Wright
Intermediate Clerk Stenographer
Department of French and Spanish

Being a volunteer has added colour to my life. I have learned more about my community, its people and myself. It is very rewarding and a way I can give back. In my role at MI, I encourage students to volunteer to broaden their life experience, too. I am currently a volunteer with the Friendly Visiting Program at my church, as well as volunteer with numerous student and staff lead activities. I have always volunteered since I was a child as I grew up in a family who recognized the importance of volunteering.



Photo by Kimberley Thornhill

Darlene Foote
Placement Officer
Fisheries and Marine Institute



What do you like about working at **MEMORIAL** ?

“To immerse oneself amongst truly gifted and multi-talented individuals who are highly-motivated and creative is a privilege. One can't help being pulled along in the wake. Memorial has provided my family and me with unlimited opportunities through scholarships, MUCEP positions, Wise Program placement, local and foreign travel and professional development. I cherish and celebrate Memorial and especially the Department of Geography where freedom of expression, creativity and participation is enthusiastically encouraged.”

Carole Anne Coffey
Intermediate Secretary
Department of Geography

Nap attack

Here's something to mull over. Government officials in France are considering allowing workers to nap on the job. According to reports earlier this year, 56 per cent of French complain a poor night's sleep has affected their performances at work. The country's health minister said he's now looking into whether on-the-job naps could be proven beneficial for workers. The French already enjoy a 35-hour work week and plenty of vacation time.



Days Gone By

This vintage photo (below) certainly tells a different story of a different Memorial when many of the buildings on our St. John's campus were still under construction. The photo certainly caught the attention of a few of our readers. Readers guessed it was anything from current Printing Services building to St. John's College. We may have stumped some of you, but some of the folks over in Hatcher House were able to correctly identify the photo as the construction of R. Gushue Hall and Rothermere House. It was snapped in April 1961; it is suffice to say our main campus has changed quite a bit over the years. Congratulations to **Darren Newton**, residence life officer, for correctly identifying this photo. Darren didn't just submit the correct answer, though, he sent along a current photo (above in colour) to give our readers a before-and-after perspective of this part of campus. Thanks, Darren.



Let's keep the momentum going for our contest.



Take a look at the picture above. **Where was it taken? Again, be as specific as possible.** Send your submissions to jeffg@mun.ca for a chance to win a unique Memorial prize. The contest is open to all Memorial faculty, staff and pensioners and the deadline for entries is **May 1, 2007**. One entry per submission. Include your name, work or home number and your department in your e-mail.

Special thanks to Linda White from the Archives and Manuscripts Division in the Queen Elizabeth II Library for helping with this great contest.

Good luck!